

DEMAREST BOARD OF EDUCATION

COW & REGULAR SESSION MEETING AGENDA

County Road School – Media Center
May 14, 2019
6:30 P.M.

I. OPENING

- A. Meeting called to order.
- B. Roll Call: Cantatore, Governale, Kirtane, Lee, Schliem, Verna, Holzberg

II. ADJOURN TO EXECUTIVE SESSION

- A. The Board has determined it will enter into Executive Session for the following reasons:
 - 1. Superintendent evaluation
 - 2. Legal update
 - 3. 2019/2020 Administrator contracts
 - 4. DEA contractual matter

- B. Move to approve the following resolution to enter the Executive Session:

WHEREAS, in order to protect the personal privacy and to avoid situations wherein the public interest might be disserved, the Open Public Meetings Act permits public bodies to exclude the public from that portion of a meeting at which certain matters are discussed;

WHEREAS, the length of the closed Executive Session is estimated to be thirty minutes, after which the Regular Public Meeting will reconvene and proceed with business where formal action may or may not be taken;

NOW THEREFORE BE IT RESOLVED, that consistent with the provision of N.J.S.A. 10:4-12(b), the Board of Education will now adjourn to executive session to discuss items stated above; and

BE IT FURTHER RESOLVED, that the Board hereby declares that its discussion of the aforementioned subjects will be made public at a time when the public's interest in disclosure is greater than any privacy or governmental interest being protected from disclosure.

- C. Move to enter Executive Session

III. REOPEN PUBLIC MEETING

- A. Move to reopen the Regular Meeting to the public.
- B. Board President's Announcement

The New Jersey Open Public Meetings Law was enacted to insure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interests is discussed or acted upon.

In accordance with the provisions of this Act, the Demarest Board of Education has caused notice of this meeting to be published by having the date, time and place thereof

posted at the Borough Hall and at the Middle School and by notifying in writing two newspapers: The Record and The Suburbanite.

IV. FLAG SALUTE

V. ROLL CALL

A. Roll Call: Cantatore, Governale, Kirtane, Lee, Schliem, Verna, Holzberg

VI. APPROVAL OF MINUTES OF THE MEETINGS

- April 9, 2019 COW Meeting Minutes
- April 9, 2019 Executive Meeting Minutes
- April 30, 2019 Public Budget Hearing and Regular Meeting Minutes

VII. REVIEW OF CORRESPONDENCE

VIII. BOARD PRESIDENT'S REPORT

IX. SUPERINTENDENT'S REPORT

X. COMMITTEE REPORTS

XI. OTHER REPORTS/PRESENTATIONS

- Principal Reports

XII. REVIEW OF AGENDA

A. Board members review the items.

XIII. PUBLIC COMMENT (AGENDA ITEMS ONLY)

- A. Move to open the meeting to public comment limited to agenda items.
- B. Public comment.
- C. Move to close the meeting to public comment.

XIV. ACTIONS

A. Instruction – Staffing

1. Move to approve the provisional employment of the following, substitute teachers for the remainder of the 2018/2019 school year, as recommended by the Chief School Administrator. Employment status would become effective upon candidate's compliance with P.L. 1986, c.116 (revised 6/30/98) and N.J.S.A. 18A:6-7.7.

- Katherine Shaughnessy

2. Move to award tenure to the following teaching staff for the 2019/2020 school year, as recommended by the Chief School Administrator:

STAFF	GUIDE/STEP	TENURE/ NON- TENURE	POSITION CONTROL ROSTER	BUDGET CODE
Alexandra Avillo	MA, step 5	Tenure	2120-030-200-00002	11-213-100-101-030-0015
Kristen Fallon	BA, step 6	Tenure	2270-030-200-00001	11-105-100-101-030-0044
Kathleen Forma	MA+60, step 7	Tenure	2040-050-200-00001	11-120-100-101-050-0000
Wendy Heffler	BA, step 5	Tenure	2060-040-200-00004	11-130-100-101-040-0002
Christine Reynolds	BA+16, step 5	Tenure	2080-040-200-00002	11-130-100-101-040-0008
Shannon Ruck	MA, step 6	Tenure	2040-050-200-00003	11-120-100-101-050-0000

3. Move to approve re-appointment of the following tenure teaching staff for the 2019/2020 school year, in accordance with their level and step on the Teacher's Salary Guide, as recommended by the Chief School Administrator:

STAFF	GUIDE/STEP	TENURE/ NON- TENURE	POSITION CONTROL ROSTER	BUDGET CODE
Colleen Appelblatt	MA+60, step 8	Tenure	2020-050-200-00001	11-120-100-101-050-0000
Loretta Borghi	MA, step 18	Tenure	2000-030-200-00004	11-110-100-101-030-0040
Suzanne Calegari	MA, step 14	Tenure	2120-040-200-00004	11-213-100-101-040-0015
Isabella Cavalli	MA, step 19	Tenure	2050-040-200-00002	11-120-100-101-040-0007
Lori Cohen	MA+45, step 15	Tenure	2040-050-200-00004	11-120-100-101-050-0000
Corrine Conti	BA, step 8	Tenure	2050-040-200-00001	11-130-100-101-040-0008
Dana del Corral (.675)	MA, step 9	Tenure	2230-050-200-00001	11-230-100-101-050-0022
Maureen Desmond	MA, step 19	Tenure	2220-040-200-00001	11-120-100-101-040-0001 11-130-100-101-040-0001
Bridget DiMartini	MA, step 14	Tenure	2155-040-200-00001	11-120-100-101-040-0009 11-130-100-101-040-0009
Danielle Dubois	MA, step 8	Tenure	2170-050-200-00001	11-000-218-104-030-0032 11-000-218-104-050-0032
Deborah Duby	MA, step 19	Tenure	2000-030-200-00002	11-110-100-101-030-0040
Kristen Erol	MA, step 19	Tenure	2070-040-200-00001	11-130-100-101-040-0005
Allison Feifer	MA+45, step 15	Tenure	2120-040-200-00005	11-213-100-101-040-0015

Wendy Fine	MA+32, step 6	Tenure	2190-040-200-00001	11-000-219-104-000-0031
Janna Geller	MA+45, step 19	Tenure	2150-040-200-00002	11-000-216-101-000-0016
Walter Gonzales	BA+16, step 12	Tenure	2110-040-200-00002	11-120-100-101-040-0004 11-130-100-101-040-0004
Michelle Greenberg	MA, step 18	Tenure	2050-040-200-00004	11-120-100-101-040-0002
Janet Guirguis	MA, step 14	Tenure	2240-040-200-00001	11-240-100-101-030-0017 11-240-100-101-040-0017 11-240-100-101-050-0017
Katelyn Hubener	MA, step 7	Tenure	2020-050-200-00004	11-120-100-101-050-0000
Denise Karrenberg	BA, step 18	Tenure	2160-050-200-00001	11-120-100-101-030-0009 11-120-100-101-050-0009
Tara Kelly	BA, Step 7	Tenure	2120-050-200-00002	11-213-100-101-050-0015
Kristin Konight	BA+16, step 19	Tenure	2090-030-200-00001	11-000-222-101-030-0024 11-000-222-101-050-0024
Anna Kuzdraj	MA+45, step 6	Tenure	2190-040-200-00002	11-000-219-104-000-0031
Andrew Lefer	MA, step 7	Tenure	2070-040-200-00003	11-130-100-101-040-0008
Sunny Lew	BA+32, step 19	Tenure	2080-040-200-00001	11-130-100-101-040-0005
Lauren Licameli	MA+16, step 19	Tenure	2010-030-200-00001	11-120-100-101-030-0000
Gina Long	MA+32, Step 19	Tenure	2230-030-200-00001	11-230-100-101-030-0022 11-230-100-101-030-0023 11-120-100-101-030-0013
Osnat Mach	MA, step 19	Tenure	2100-050-200-00001	11-105-100-101-030-0006 11-110-100-101-030-0006 11-120-100-101-030-0006 11-120-100-101-050-0006
Lauren Magnifico	MA, step 11	Tenure	2020-050-200-00002	11-120-100-101-050-0000
Karleen McDermott	MA, step 18	Tenure	2200-040-200-00001	11-000-213-104-040-0033
Heather Mourao	MA, step 8	Tenure	2210-040-200-00001	11-000-219-104-000-0031
Toby Murphy	MA, step 14	Tenure	2080-040-200-00003	11-130-100101-040-0002

Chris Nerkizian	MA+16, step 13	Tenure	2120-050-200-00004	11-213-100-101-050-0015
Dixie Nolan	BA, step 18	Tenure	2010-030-200-00002	11-120-100-101-030-0000
Sharon O'Connell	MA, step 17	Tenure	2120-050-200-00005	11-213-100-101-050-0015
Alexandra O'Hara	MA+32, step 8	Tenure	2030-050-200-00001	11-120-100-101-050-0000
Cynthia Paspalas	BA, step 16	Tenure	2200-050-200-00001	11-000-213-104-050-0033

Geraldine Peterson	MA+45, step 19	Tenure	2020-050-200-00003	11-120-101-010-050-0000
Jennifer Plunkett	MA, step 19	Tenure	2010-030-200-00003	11-120-100-101-030-0000
Carl Quillen	MA+16, step 19	Tenure	2060-040-200-00003	11-130-100-101-040-0007
Ellen Ricciutti	MA+60, step 19	Tenure	2150-050-200-00001	11-000-216-101-000-0016
Jennifer Rilli	MA, step 16	Tenure	2040-050-200-00002	11-120-100-101-050-0000
Sherri Rinckhoff	MA, step 18	Tenure	2170-040-200-00002	11-000-218-104-040-0032
Adrienne Ross	MA, step 19	Tenure	2060-040-200-00002	11-130-100-101-040-0005
Danielle Ruberto	MA, step 5	Tenure	2070-040-200-00004	11-130-100-101-040-0002
Douglas Stokes	MA, step 16	Tenure	2110-050-200-00001	11-120-100-101-030-0004 11-120-100-101-050-0004 11-105-100-101-030-0004 11-110-100-101-030-0004
Paige Sydoruk	MA+60, step 11	Tenure	2070-040-200-00002	11-130-100-101-040-0007
Gabriela Torres	MA, step 8	Tenure	2050-040-200-00003	11-120-100-101-040-0005
Julia Verno	MA, step 7	Tenure	2030-050-200-00002	11-120-100-101-050-0000
Sara Villa	MA, step 15	Tenure	2220-050-200-00001	11-120-100-101-030-0001 11-120-100-010-050-0001 11-105-100-101-030-0001 11-110-100-101-030-0001
Joanne Werner	MA, step 16	Tenure	2080-040-200-00004	11-130-100-101-040-0007
Julie Worgul	MA+16, step 15	Tenure	2280-030-200-00001	11-120-100-101-030-0010 11-120-100-101-050-0010
John Zemba	BA, step 19	Tenure	2100-040-200-00002	11-120-100-101-040-0006 11-130-100-101-040-0006
Victoria Zimmerman	BA, step 19	Tenure	2160-040-200-00001	11-120-100-101-040-0009 11-130-100-101-040-0009

4. Move to approve re-appointment of the following non-tenure teaching staff for the 2019/2020 school year, in accordance with their level and step on the Teacher's Salary Guide, as recommended by the Chief School Administrator:

STAFF	GUIDE/STEP	TENURE/ NON- TENURE	POSITION CONTROL ROSTER	BUDGET CODE
Elvia Acosta	MA, Step 4	Non-tenure	2140-040-200-00002	11-120-100-101-040-0003 11-130-100-101-040-0003
Dana Bach-Lindbloom (.6)	MA, step 3	Non-tenure	2150-040-200-00001	11-000-216-101-000-0016
Christie Choman	BA, step 6	Non-tenure	2120-050-200-00003	11-213-100-101-050-0015

Diana Colondres	BA, Step 11	Non-tenure	2140-040-200-00001	11-120-100-101-040-0003 11-130-100-101-040-0003
Audrey Donahue	MA, Step 1	Non-tenure	2110-040-200-00001	11-120-100-101-040-0004 11-130-100-101-040-0004
Dawn Epiphaniou	MA+32, step 9	Non-tenure	2120-040-200-00003	11-213-100-101-040-0015
Carly Garbatow	MA, step 7	Non-tenure	2270-030-200-00002	11-105-100-101-030-0044
Kristen Gronek	MA, step 4	Non-tenure	2120-050-200-00001	11-213-100-101-050-0015
Sarah Kim	MA, step 5	Non-tenure	2030-050-200-00004	11-120-100-101-050-0000
Shannon McBride	BA, step 3	Non-tenure	2270-030-200-00004	11-105-100-101-030-0044
Nancy Mliczek	MA+32, step 9	Non-tenure	2120-040-200-00006	11-213-100-101-040-0015
Laura Noel	MA+16, step 5	Non-tenure	2000-030-200-00003	11-110-100-101-030-0040
Alyssa Plescia	BA+16, step 4	Non-tenure	2270-030-200-00001	11-105-100-101-030-0044
Joseph Polvere	MA+32, step 9	Non-tenure	2060-040-200-00001	11-130-100-101-040-0008
Alison Porto (.625)	MA, step 7	Non-tenure	2230-040-200-00001	11-230-100-101-040-0023
Regina Rohn	BA+32, step 11	Non-tenure	2230-040-200-00002	11-230-100-101-040-0023
Jessica Schoepflin	BA+16, step 5	Non-tenure	2120-040-200-00002	11-213-100-101-040-0015
Laura Stiefbold	BA, step 3	Non-tenure	2030-050-200-00003	11-120-100-101-050-0000
Heather Urban	MA, step 9	Non-tenure	2100-040-200-00001	11-130-100-101-040-0006
Meaghan Williams	BA+16, step 4	Non-tenure	2200-030-200-00001	11-000-213-104-030-0033
Emily Yoon	MA, step 2	Non-tenure	2010-030-200-00004	11-120-100-101-030-0000
Stephanie Zuidervliet	MA, step 2	Non-tenure	2085-040-200-00001	11-204-100-101-040-0012

5. Move to approve extended unpaid leave of absence for Dana del Corral, Basic Skills at Luther Lee Emerson School, from August 29th to December 20th, 2019, as recommended by the Chief School Administrator.
6. Move to approve Sara Lesnik, leave replacement for Dana del Corral, Basic Skills at Luther Lee Emerson School, at BA, Step 1 (.675), per diem from August 29th to December 20th, 2019, as recommended by the Chief School Administrator.
7. Move to approve unpaid FLMA/NJFLA absence for Samantha Joe Jimenez, Resource Room teacher at Luther Lee Emerson School, from April 1, 2019 to June 20, 2019, as recommended by the Chief School Administrator.

8. Move to approve paid sick leave for Lauren Magnifico, first grade teacher from June 10, 2019 to June 20, 2019 and unpaid FMLA/NJFLA from August 29, 2019 to November 21, 2019 and unpaid contractual administrative leave from November 22, 2019 through the end of the 2019/2020 school year, as recommended by the Chief School Administrator.
9. Move to approve Nicole Petri, leave replacement for Lauren Magnifico, first grade teacher from June 10, 2019 November 21, 2019, at BA, Step 1, for the 2019/2020 school year, as recommended by the Chief School Administrator.
10. Move to approve paid sick leave for Katelyn Hubener, second grade teacher, from May 31, 2019 to June 20, 2019, unpaid FMLA/NJFLA from August 29, 2019 to November 21, 2019 and unpaid contractual administrative leave from November 22, 2019 through the end of the 2019/2020 school year, as recommended by the Chief School Administrator.
11. Move to approve provisional hire of Katherine Shaughnessy, BA, Step 1, leave replacement for Katelyn Hubener, for the 2019/2020 school year, as recommended by the Chief School Administrator.
12. Move to approve paid sick days for Danielle Spence, Guidance Counselor at Luther Lee Emerson School and County Road School, from April 22, 2019 to May 30, 2019, compensatory day on May 31, 2019 and unpaid FMLA/NJFLA from June 1, 2019 to June 20, 2019, and August 29, 2019 to October 31, 2019, as recommended by the Chief School Administrator.
13. Move to approve employment of Laura Fitzpatrick leave replacement for Danielle Spence, Guidance Counselor at Luther Lee Emerson School and County Road School, at BA, Step 1, per diem from August 29, 2019 - October 31, 2019, as recommended by the Chief School Administrator.

B. Instruction – Pupils/Programs

1. Move to approve accept donation from Jeff and Leigh Gardner in the amount of \$200.00 for Lee Emerson School Student Activity Account, as recommended by the Chief School Administrator.

C. Support Services – Staffing

1. Move to approve the re-appointment of the following personnel for the 2019/2020 school year, in accordance with their step on the Custodial Salary Guide, as recommended by the Chief School Administrator:

STAFF	STEP	NON-TENURE	POSITION CONTROL ROSTER	BUDGET CODE
Michael Bolt	Step 17	Non-tenure	6000-030-700-00002	11-000-262-110-030-0028 11-000-263-110-030-0028
Iset Desic	Step 3	Non-tenure	6000-030-700-00001	11-000-262-110-030-0028 11-000-262-110-040-0028
Hrant Mekhesian	Step 9	Non-tenure	6000-040-700-00004	11-000-263-110-040-0028 11-000-262-110-040-0028 11-000-270-160-000-0029
Yordanis Morales	Step 14	Non-tenure	6000-050-700-00001	11-000-262-110-050-0028 11-000-263-110-050-0028
Fitni Redzepi	Step 9	Non-tenure	6000-040-700-00005	11-000-261-110-000-0028 11-000-262-110-040-0028

Eddie Rosero	Step 16	Non-tenure	6000-050-700-00002	11-000-262-110-050-0028 11-000-263-110-050-0028
Ernst Tondreau	Step 4	Non-tenure	6000-040-700-00003	11-000-262-110-050-0028 11-000-262-110-040-0028
Aram Yakoubian	Step 8	Non-tenure	6000-040-700-00007	11-000-262-110-040-0028

2. Move to approve the re-appointment of the following personnel for the 2019/2020 school year, in accordance with their level and step on the Secretarial Salary Guide, as recommended by the Chief School Administrator:

STAFF	STEP	TENURE / NON-TENURE	POSITION CONTROL ROSTER	BUDGET CODE
Kathy Daly	Step 5	Non-tenure/ Tenure (as of 12/21/18)	3000-030-300-00001	11-000-240-105-030-0035 11-800-330-105-030-0039 11-000-211-105-030-0034 11-000-218-105-030-0032
Miriam Koopaletes	Step 10	Tenure	3000-050-300-00001	11-000-211-105-050-0034 11-800-330-105-050-0039 11-000-218-105-050-0032 11-000-240-105-050-0035
Sally Marsich	Step 18	Tenure	3020-040-300-00001	11-000-219-105-000-0031
Stephanie Piccini	Step 4	Non-tenure/ Tenure (as of 1/2/20)	3000-040-300-00002	11-000-211-105-040-0034 11-800-330-105-040-0039 11-000-218-105-040-0032 11-000-240-105-040-0035
Jeanne Torre	Step 5	Tenure	3000-040-300-00001	11-000-211-105-040-0034 11-800-330-105-040-0039 11-000-218-105-040-0032 11-000-240-105-040-0035

D. Support Services – Board of Education

1. Move to approve the following resolution:

WHEREAS, the Demarest Board of Education approved the merit action plan for the Superintendent for the 2018-2019 school year consisting of three (3) quantitative merit criteria and two (2) qualitative merit criteria and submitted same to the Executive County Superintendent for approval, and

WHEREAS, on or about September 17, 2018, the Executive County Superintendent approved the said Merit Goals:

NOW, THEREFORE, BE IT RESOLVED the Demarest Board of Education hereby certifies the attainment of the following goals:

Goal 1: Security - Quantitative - 3.3% (\$5,293.66); Goal 2: Community Outreach - Quantitative - 3.3% (\$5,293.66); Goal 3: Coffee with the Superintendent-Media Focused - Quantitative - 3.3% (\$5,293.67); Goal 4: Substitute Empowerment Team - Qualitative - 2.5% (\$3,974.00); Goal 5: Drama and Performing Arts Expansion Project - Qualitative - 2.5% (\$3,974.00).

2. Move to approve the attendance of the following workshops, as noted, with all hotel, meals and travel reimbursed at the statutory rates per NJ OMB Guidelines, as recommended by the Chief School Administrator:

Name/Title	Event	Registration Fee
Dana Bach Lindbloom/ Speech Therapist	School Based SLP's Cherry Hill, NJ July 11, 2019	\$269.00

3. Move to approve the following new Position Control Roster number, 2085-040-200-00001. This position is created as a result of the LLD program moving from Luther Lee Emerson School to the Demarest Middle School for the 2019/2020 school year. The current Position Control Roster number for this position at Luther Lee Emerson School, 2085-050-200-00001, will be vacant beginning July 1, 2019, as recommended by the Chief School Administrator
4. Move to approve the Statement of Assurance for the Comprehensive Equity Plan, year 2019/2020, as recommended by the Chief School Administrator.
5. Move to authorize the submission of the proposed three year Comprehensive Equity Plan for the 2019/2020, 2020/2021 and 2021/2022 school years, to the County Superintendent, as recommended by the as recommended by the Chief School Administrator..
6. Move to approve additional Position Control Roster 2010-030-200-00004 for the first grade classroom added for the 2019/2020 school year, as recommended by the Chief School Administrator.

E. Support Services – Fiscal Management

1. Move to confirm the April 30, 2019 payroll in the amount of \$402,027.03.
2. Move to confirm May 15, 2019 payroll in the amount of \$428,985.05.
3. Move to approve the April 2019 in office checks in the amount of \$315,871.67 and May 14, 2019 budget checks in the amount of \$71,045.18 as follows:

<u>Subtotal Per Fund</u>	<u>Amount</u>
11 General Current Expense	\$367,756.84
12 Capital Outlay	\$ 19,150.00
20 Special Revenue Fund	<u>\$ 10.01</u>
Total Bills:	<u>\$386,916.85</u>

4. Move to approve the following resolution:

Receipt of Certification from Board Secretary

Pursuant to N.J.A.C 6:20-2.13 (d), I, Thomas J. Perez certify that as of April 30, 2019, no budgetary line item account has obligations or payments (contractual orders) which in total exceeds the amount appropriated by the district Board of Education pursuant to N.J.S.A 18A:22-8 and 18A:22-8.1.

5. Move to approve the following resolution:

Certification of Board of Education

Pursuant to N.J.A.C 6:20-2.13 (e), we certify that as of April 30, 2019 after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district official, to the best of our knowledge no major account or fund has been over-extended in violation of NJAC 6:20-2.13 (b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

6. Move to acknowledge receipt of the March 2019 Report of the Board Secretary, A148 and Report of the Treasurer, A-149.

7. Move to confirm the following budget transfer for April 2019:

To:	Account	Amount
11-000-261-420	Required Maint Cleaning, Repair, Maint	\$ 28,000
11-000-261-421	Required Maint Lead Testing of Drinking Water	1,000
11-000-261-610	Required Maint General Supplies	<u>2,000</u>
Total		\$ 31,000

From:	Account	Amount
11-000-262-520	Custodial Insurance	\$ 21,000
11-000-262-610	Custodial General Supplies	<u>10,000</u>
Total		\$ 31,000

F. Other

1. Move to adopt the following resolution:

BE IT RESOLVED THAT the Demarest Board of Education will convene in closed Executive Sessions on Tuesday June 18, 2019 at 6:30 P.M., if necessary, to discuss personnel, student and/or legal matters.

BE IT FURTHER RESOLVED THAT the nature of the discussion is expected to be disclosed to the public at a future date.

XV. PUBLIC COMMENT

- A. Move to open the meeting to public comment.
- B. Move to close the meeting to public comment.

XVI. NEW BUSINESS

XVII. EXECUTIVE SESSION (if necessary)

- A. Move to enter the Executive Session to discuss personnel/legal matters/negotiations.

B. Move to close the Executive Session and reenter the public session.

XVIII. ADJOURNMENT

A. Move to adjourn.